

**L'ORÉAL EMPLOYEE SHARE OFFERING 2026  
LOCAL SUPPLEMENT FOR CANADA**

*You have been invited to invest in shares of L'Oréal ("**Shares**") in the L'Oréal group employee share plan 2026 ("**2026 Employee Offering**" or the "**Offering**"). Below is a brief summary of the local Offering information and the expected principal tax consequences relating to the Offering.*

**Local Offering Information**

***Subscription Period***

The subscription period shall commence on June 10, 2026 and run until June 24, 2026 (inclusive).

During the subscription period, you may subscribe online at <https://invest.loreal.com>, using the username and password provided to you by email or regular mail.

***Subscription Price***

The subscription price will be set on June 5, 2026 based on the average opening price of the Shares over the 20 preceding trading days, minus a 20% discount.

It is to be noted that your subscription amount for Shares will be denominated in euros. Consequently, for purposes of your subscription, the amount of your payment in Canadian dollars will be converted by your employer using the exchange rate, applicable by or around the beginning of June, that will be communicated to you on demand. During the life of your investment, the value of the Shares subscribed through the FCPE will be affected by fluctuations in the currency exchange rate between the euro and the Canadian dollar. As a result, if the value of the euro strengthens relative to the Canadian dollar, the value of the Shares expressed in Canadian dollars will increase. On the other hand, if the value of the euro weakens relative to the Canadian dollar, the value of the Shares expressed in Canadian dollars will decrease.

***Method of Payment – What are the payment methods available for my subscription?***

The following payment methods are available:

- Salary Deduction in 20 equal bi-weekly instalments over the 10-month period commencing at or around the time the Shares are delivered (July 2026); and/or
- Wire transfer (between July 10 and 21, 2026).

***Default of Payment***

Your subscription will become final and irrevocable as of the end of the subscription period. To the extent following the end of the subscription period, you default in paying your subscription amount in full, you will remain obligated to make payment, and L'Oréal and/or your employer shall be entitled to compel payment of the amount you owe by any lawful means available to them. Among other remedies, L'Oréal

and/or your employer may direct the custodian to sell all or a portion of the shares that you purchase in the L'Oréal employee share plan, and your signature on the subscription form constitutes your consent to such sale and to the allocation of the proceeds of such sale to pay the sums owed.

Should the proceeds of the sale be insufficient to cover the sums indicated above, you will remain indebted to your employer for the corresponding amount.

If your subscription has not been cancelled, you will remain indebted to your employer for the amount of your subscription. Your employer may then take all appropriate measures to recover its debt, including, if necessary, deducting the sums due from your salary or your final account balance.

Furthermore, your employer reserves the right to take legal action against you to recover any unpaid amounts.

### ***Custody of your shares, voting rights, dividends***

Your shares will be subscribed and held on your behalf by a collective shareholding vehicle, known as a *Fonds commun de placement d'entreprise* or "**FCPE**", which is commonly used in France for the conservation of shares held by employee-investors. You will be issued units in the FCPE corresponding to the Shares for which you have subscribed, along with any Free Shares (as defined below) to which you may be entitled in accordance with the conditions described below.

As long as your Shares are held by the FCPE, the voting rights pertaining to such Shares will be exercised by the supervisory board of the FCPE on behalf of the relevant employee unit holders.

Any dividends paid by L'Oréal will be automatically reinvested by the FCPE and increase the number of the units held therein.

### ***Securities Notices***

**Securities Laws Rights of Action.** In accordance with an exemptive relief order from the prospectus and registration requirements in the applicable Canadian jurisdictions that L'Oréal has obtained, the Offering is permitted to be made without the delivery of a prospectus and without using a registered securities dealer. As a result, purchasers of securities pursuant to the Offering will not have the benefit of certain protections, rights, and remedies afforded under Canadian securities legislation, such as statutory rights of withdrawal and statutory rights of action for rescission or damages against the company in the event of a misrepresentation in any materials furnished in connection with the Offering. Purchasers will have to rely on common law (in all provinces except Québec, as applicable) or civil law (in Québec) rights of action that may be available in this regard.

**Resale Restrictions.** In addition to the restrictions on resale and transfer noted elsewhere in this Local Supplement or in other documentation relating to the Offering, Shares purchased under the Offering will be subject to certain restrictions on resale imposed by Canadian securities laws. Prospective participants in the Offering are encouraged to seek legal advice prior to any resale of their Shares. In general, the above-noted relief provides that participants in the Offering resident in Canada may not resell their Shares to Canadian purchasers, however are generally permitted to sell Shares to a person outside of Canada or through an exchange or marketplace outside of Canada.

### ***Lock-up Period and Early Exit Events - In which cases may I ask for an early redemption?***

**Under the L'Oréal employee share plan 2026**, your investment must be held for a period of five-years, ending on July 30, 2031 (inclusive).

Nevertheless, you may be able to request an early release and exit from the plan before the end of this "lock-up period" in the case of the following "early exit" events:

1. You suffer a long-term disability;
2. Your death; or
3. Your employment is terminated by your employer.

The above-noted early exit events are to be interpreted and applied in a manner consistent with French law. Before relying or attempting to rely on any of these early exit events, you should consult with your employer to make sure that your case meets the necessary requirements.

### **FREE SHARES**

Your investment will be matched by a grant of rights to additional Shares of L'Oréal S.A. (the "**Free Shares**"), in accordance with the ratio and other particulars contained in the Information Brochure. These Shares will be delivered to you at the end of the vesting period (July 2031), subject to the terms and conditions provided for in the Free Share Plan Rules made available to you at <https://invest.loreal.com> (in French and English) or upon request from your HR correspondent (the "**Free Share Plan Rules**").

You will find below a summary of certain conditions applicable to the grant, vesting and delivery of the Free Shares. For full particulars, please refer to the Free Share Plan Rules. Subscription to the L'Oréal employee share plan 2026 implies and shall be deemed to represent your acceptance of the Free Share Plan Rules.

**Eligibility to the Grant of Free Shares:** In order to qualify for a grant of Free Shares within the framework of the L'Oréal employee share plan 2026, you must satisfy the following conditions:

- You must have validly subscribed in the context of the L'Oréal employee share plan 2026 and must satisfy all the conditions for participating therein;
- Your participation in the Offering must not have been rejected or cancelled on (or prior to) the Grant Date (as defined below);
- The payment of your subscription amount must have been fully settled prior to the Delivery Date (as defined below).

**Grant Date:** The date of the grant (the "**Grant Date**") shall occur on the date on which Shares subscribed for under the Offering are issued (i.e., on July 30, 2026 or shortly thereafter). Within weeks of the Grant Date, each beneficiary shall receive a letter or electronic statement confirming that he or she is a beneficiary of the grant of Free Shares and stipulating the number of Free Shares granted to him or her, subject to the conditions of the Free Share Plan Rules (as summarized hereafter).

**Delivery Date:** Subject to the satisfaction of the conditions stipulated below, the Free Shares will be delivered to you on or around July 31, 2031 (or shortly thereafter) (the "**Delivery Date**").

## **Conditions to be Satisfied to Receive the Free Shares at the End of the Lock-Up Period**

(You are encouraged to refer to article 6 of the Free Share Plan Rules for a detailed and full description of the applicable Free Share conditions. The stipulations below only represent a summary of the applicable conditions and do not supersede provisions of the Free Share Plan Rules, which shall at all times govern.)

In order to receive Free Shares, you must remain an employee or corporate officer of the L'Oréal Group from the last day of the subscription period under the Offering until the 20<sup>th</sup> calendar day preceding the Delivery Date (the "**Continued Employment Condition**").

The period between the last day of the subscription period under the Offering and the 20<sup>th</sup> calendar day preceding the Delivery Date shall be referred to hereinafter as the "**Acquisition Period**".

Nevertheless, you will be deemed to have satisfied the Continued Employment Condition if, at any time during the Acquisition Period, you lose the status of employee or corporate officer of the L'Oréal Group for one of the following reasons (the "**Exceptions to the Continued Employment Condition**"):

**Death:** In the event of your death, your heir(s) may request the delivery of your Free Shares within six months of that date. In such a case, any Free Shares shall be delivered to the applicable heirs and assigns shortly after the submission of the request, and the Acquisition Period requirements shall not apply. In the absence of such a request, the Free Shares granted to the deceased beneficiary shall be delivered to the applicable heirs and assigns on the Delivery Date.

**Disability:** In the event of your permanent disability (as defined in Article L. 225-197-1 of the French Commercial Code) during the Acquisition Period, your Free Shares shall be delivered to you shortly after the occurrence of the relevant disability event.

**Retirement:** In the event of your retirement during the Acquisition Period in accordance with your employment contract or otherwise in accordance with applicable Canadian provincial law, your Free Shares shall be delivered to you on the Delivery Date.

**Dismissal for a reason other than gross misconduct or serious misconduct:** In the event your employer terminates your employment during the Acquisition Period for a reason other than gross misconduct or serious misconduct (determined for this purpose in accordance with your employment contract and applicable Canadian provincial law), your Free Shares granted shall be delivered to you on the Delivery Date.

**Termination of employment contract pursuant to the mutual agreement of the employee and the employer:** In the event of the termination of your employment contract during the Acquisition Period pursuant to a mutual agreement with your employer, your Free Shares shall be delivered to you on the Delivery Date.

**Change of control of your employer:** In the event your employer ceases to remain a member of the L'Oréal Group for the full duration of the Acquisition Period (e.g., as a result of a change of control), you shall nevertheless be entitled to receive your Free Shares on the Delivery Date.

**Ownership of the Free Shares:** Any Free Shares to which you are entitled will be delivered and held on your behalf through the FCPE, and you shall receive units of the FCPE representing those shares. In the event that your employer or any other L'Oréal company is required to pay taxes, social charges or any other governmental charges on your behalf in respect of your Free Shares, L'Oréal reserves the right to delay the transfer of the Free Shares until all such tax and other amounts have been paid, or arrangements for payment satisfactory to L'Oréal have been made. In the absence of such payment or payment arrangements, L'Oréal further reserves the right to cause the sale of the Free Shares and to withhold the relevant amounts from the proceeds, in accordance with article 10 of the Free Share Plan Rules.

## **Tax Information for Employees Resident in Canada**

*This summary sets forth general principles in effect at the time of subscription of the Offering, that are expected to apply to employees ( “**Participants**”) who are and who shall remain, until the disposal of their investment, resident in Canada for the purposes of the federal income tax laws of Canada and of the tax treaty concluded between France and Canada for the avoidance of double taxation (the “**Treaty**”) and are entitled to the benefits of the Treaty. The tax consequences listed below are described in accordance with Canadian federal tax income law and certain French tax laws and practices, all of which are applicable at the time of the Offering. These principles and laws may change over time.*

*This summary is given for informational purposes only and should not be relied upon as being either complete or conclusive. For definitive advice, employees should consult their own tax advisors.*

### **Upon subscription**

#### **I. Will I be required to pay any tax or social security charges at the moment of subscription?**

##### **I.1 Taxation on the difference between the subscription price and the market value of the Shares at the time of subscription**

In general, a Participant will be required to include in his or her income for the year in which Shares are acquired by the FCPE on his or her behalf, as a benefit from employment, the amount, if any, by which the “fair market value” of the Shares at the time of their acquisition exceeds the amount paid for the Shares. The fair market value of the Shares could exceed the amount paid for the Shares if, for example, the subscription price for the Shares were less than the publicly-traded price of the Shares on the acquisition date.

**However, in recognition of the lock-up period applicable to the Shares, the L’Oréal Group intends to take the position that the fair market value of Shares acquired under the Offering will not exceed the amount paid for such shares. On this basis, a Participant would not be required to include any amount in income as a result of having acquired Shares under the Offering. It should be noted, however, that the Canadian revenue authorities would not be bound by any such position.**

##### **I.2 Will the interest-free salary advance payment be taxable?**

Any Participant electing to pay for his or her investment by way of an interest-free loan from his or her employer will realize a taxable employment benefit equal to a deemed interest amount prescribed for this purpose under Canadian federal income tax law. Such benefit amount will be reflected in the Participant’s 2026 and 2027 T4 forms (or Relevé-1 forms in the case of Québec-resident Participants). A Participant will, however, be entitled to claim an interest expense deduction of exactly the same amount from his or her income and accordingly, should not have to pay any income tax amounts as a result of having received an interest-free loan from his or her employer.

### **During the life of the Plan**

#### **II. Will I be required to pay any tax or social security charges on dividends?**

Any dividends distributed by L’Oréal will be automatically reinvested by the FCPE in L’Oréal Shares (purchased on the market). The number of the units or fraction thereof will increase to reflect this dividend reinvestment.

(i) Taxation in France

In the absence of a distribution to employees of the dividends received from L'Oréal, no withholding tax will be levied in France.

(ii) Taxation in Canada

Dividends received by the FCPE on a Participant's behalf must be included in the income of the Participant in the year in which such dividends are received, regardless of whether the dividend amounts are reinvested. Any such dividends will not be eligible for the gross-up and dividend tax credit normally applicable to dividends received by an individual from taxable Canadian corporations.

Dividends received by or on a Participant's behalf will be taxed at the Participant's applicable marginal tax rate (the highest marginal tax rate for Participants resident in the province of Québec is approximately 53.5%, and is up to 1% higher or 6% lower in the case of other provinces) and included in his or her personal income tax return for the year of receipt.

No Canadian social security charges should apply in connection with the receipt of dividends by a Participant.

**III. Will I be required to pay any wealth tax on the FCPE units I own?**

No such wealth taxes should apply.

**Upon redemption**

**IV. Will I be required to pay any tax or social security charges when, at the end of the lock-up period (or in the event of an authorized early exit event), I ask the FCPE to redeem my units for cash?**

(i) Taxation in France

You will not be subject to income taxes in France on the gain, if any, realized on the redemption of your units.

(ii) Taxation in Canada

On the sale or other disposition of a Share (including a redemption of FCPE units) for cash, a Participant will realize a capital gain equal to the positive difference, if any, between the proceeds received for the Share and the aggregate of the "adjusted cost base" of the Share and any reasonable costs incurred in connection with the disposition. For this purpose, the Participant's "adjusted cost base" of a Share at a particular time will generally be equal to the aggregate cost of all Shares held by the FCPE on behalf of the Participant (i.e., the amount paid for the Shares by the Participant at the time of subscription, reinvested dividend amounts, and the amount of the taxable benefit associated with any Free Shares received by the Participant) and any other Shares held by the Participant outside the FCPE, divided by the number of Shares held at that time.

Under current law, one-half of any capital gain realized by a Participant will be included in the Participant's income as a "taxable capital gain", and one-half of any capital loss realized by a Participant may be deducted from the Participant's taxable capital gains as an "allowable capital loss" in accordance with the applicable Canadian federal and provincial tax rules.

Capital gains realized by a Participant will be taxed at his or her applicable marginal tax rate and included in his or her personal income tax return for the year of realization (the highest marginal tax rate for Participants resident in the province of Québec is approximately 53.5%, and is up 1% higher or 6% lower in the case of other provinces).

Capital gains realized by a Participant may also give rise to alternative minimum tax for Canadian federal income tax purposes.

No Canadian social security charges should apply in connection with any disposition of Shares or redemption of FCPE units.

***Tax or social security charges that may be applicable, if I do not choose immediately to redeem my investment upon the expiration of the lock-up period.***

No such taxes or charges should apply.

### **FREE SHARES**

***V. Will I be required to pay any tax or social security charges at the Grant Date of the Free Shares?***

No such taxes should apply.

***VI. Will I be required to pay any tax or social security charges at the Delivery Date?***

A Participant will be required to include in his or her income for the year in which Free Shares are acquired (expected to be the Delivery Date), as a benefit from employment, an amount equal to the “fair market value” of the Free Shares as of such acquisition date. The Participant’s employer will be obligated to make withholdings for income tax and applicable social security amounts in respect of this benefit for the pay period in which it is realized.

***VII. Will I be required to pay any tax or social security charges at the date of sale of the Free Shares (including on the redemption of the units representing Free Shares)?***

Yes. See discussion under Section IV above for further guidance.

***VIII. What are my reporting obligations in connection with the subscription, holding and redemption FCPE units acquired under the Offering?***

As indicated above, dividend amounts, the taxable benefit associated with the receipt of Free Shares, and any taxable capital gains (or allowable capital losses) realized on a disposition of Shares (including by way of a redemption of units in the FCPE) must be included in the Participant’s personal income tax return (Form T1 (or TP-1 in Québec)) for the year such amounts are received or realized, as the case may be. Such returns are generally due by April 30 of the following year.